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# GRADUATE SCHOOL

CONTINUING EDUCATION  
FOR THE FEDERAL  
COMMUNITY

## Newsletter

U. S. DEPT. OF AGRICULTURE  
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### CALENDAR OF EVENTS

NOV 26 1969

November 1969

December 2

Faculty Luncheon - "Drug Use, Misuse,  
~~and Abuse~~ Abuse Among Young People," by  
William C. McKinney, Program Director,  
Office of Youth Development Services,  
D.C. Government.

8

Lecture - "Host-Parasite Interaction," by  
Dr. J. S. Younger, University of Pittsburgh.  
Plant Industry Station, Beltsville at 10:30 a.m.

24 - January 1

Christmas Holiday - no classes

### WHAT'S NEW IN TRAINING

A few insights into training and developments of new technology were offered by Dr. Thomas Gilbert at the November faculty luncheon.

Dr. Gilbert, widely known for his pioneering role in behavioral technology, cited four factors which accompanied the development of a new technology, such as the educational technology which arrived around 1960.

First, no two experts would come up with the same plan for utilizing the new technology, Dr. Gilbert said. Second, the "old fads" would not be acceptable for applying the new technology. Third, development of a new technology raised problems of setting "behavioral objectives."

Dr. Gilbert urged analyzing behavioral, or training objectives in terms of deficiency rather than mastery. "It's wiser to describe the defects that the students possess rather than the mastery that they don't possess," Dr. Gilbert said.

The fourth factor to consider is especially important, he noted, because it involves a determination of whether the value received from the training program justifies the cost. This would be a key to narrowing the training-management split which often exists since a training expert could now go to management and point out what



results would follow a given amount of investment.

To illustrate his approach to a training problem, Dr. Gilbert listed the considerations of someone who wanted personnel with expertise in long division. First, the supervisor would determine that he wanted the results of long division, namely quotients. Secondly, he would determine which of his personnel were deficient in arriving at quotients. The supervisor would then decide if it would be valuable to correct this deficiency and, fourth, whether the value from remedying the shortcoming would be worth the cost. Assuming the last question would be answered affirmatively, the supervisor would then consider means for developing long division skill in his personnel.

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#### FACULTY NOTES

Our sincere congratulations to Warner H. Hord, chairman of our Accounting and Financial Management Committee and instructor of Intermediate Accounting. He has received the Civil Aeronautics Board's 1969 Award for Excellence and Distinguished Public Service. Mr. Hord was selected for his "unparalleled record of accomplishment and innovation in the field of air transport accounting, data processing, economics, and regulation." He was prime architect of the Civil Aeronautic Board's Uniform System of Accounts. Mr. Hord has been a member of our faculty since 1945.

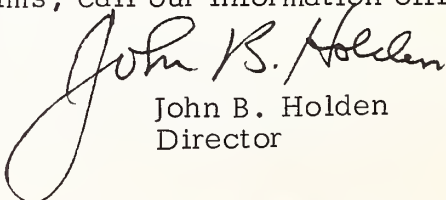
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We congratulate also Madame Henriette Chardon de Constant who teaches several of our French courses. She has been awarded the Chevalier de l'Instruction Publique by the French Government in appreciation of her furtherance of French culture in the United States.

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The television series, "The Twenty-first Century," which was produced and shown by CBS News is now available for free loan. Each film is on 16mm sound, thirty minutes in color. The titles are: "The Communications Explosion," "A Trip from Chicago," "At Home 2001," "Mars and Beyond," "The Remarkable Schoolhouse," "The Deep frontier," "Cities of the Future," "Conquering the Sea," "The Mighty Atom," "The Laser - A Light Fantastic," "Atomic Medicine," "Computer Revolution, Part I," "Computer Revolution, Part II," "Bats, Birds and Bionics," "Medical Electronics," "Now You See It," "From Cradle to Classroom, Part I," "Incredible Voyage," "Art for Tomorrow."

If you are interested in knowing more about these films, call our information office DU8-4419 or Code 111 extension 4419.

  
John B. Holden  
Director